

**Region 6**  
**Affirmative Employment Scorecard**  
**FY2005**

**Permanent Workforce**

**Objective 1. Reduce the overall under representation of minorities.**

|            | National 2000 CLF | Percent Representation - Permanent |            |        |
|------------|-------------------|------------------------------------|------------|--------|
|            |                   | 09/30/2004                         | 09/30/2005 | Status |
|            |                   |                                    |            |        |
| Minorities | 20.8              | 10.8                               | 10.9       | ▲      |

**Monitor Competitive Internal Movement.**

|             | Percent of group competitively promoted/transferred |  |                |
|-------------|---|--|----------------|
|             | All RNO/Gender Groups                               |  | Selected Group |
|             |   |  |                |
| Minorities  | 5.4   |  | 6.8            |
| White women |   |  | 6.8            |

**Objective 2. Reduce the under representation of Asians and Blacks in the 400 series.**

|        | National 2000 CLF | Percent Representation - Permanent |            |        |
|--------|-------------------|------------------------------------|------------|--------|
|        |                   | 09/30/2004                         | 09/30/2005 | Status |
|        |                   |                                    |            |        |
| Asians | 8.8               | 1.0                                | 1.0        | ▼      |
| Blacks | 3.1               | 0.4                                | 0.0        | ▼      |

**Objective 3. Reduce the overall under representation of women.**

|       | National 2000 CLF | Percent Representation - Permanent |            |        |
|-------|-------------------|------------------------------------|------------|--------|
|       |                   | 09/30/2004                         | 09/30/2005 | Status |
|       |                   |                                    |            |        |
| Women | 44.7              | 35.3                               | 35.7       | ▲      |

**Objective 4. Reduce the under representation of women in GS-401, 482, and 486 series.**

|                | National 2000 CLF | Percent Representation - Permanent |            |        |
|----------------|-------------------|------------------------------------|------------|--------|
|                |                   | 09/30/2004                         | 09/30/2005 | Status |
|                |                   |                                    |            |        |
| White women    | 35.0              | 23.2                               | 25.2       | ▲      |
| Minority women | 9.1               | 2.6                                | 2.6        | ▼      |

**Objective 5. Continue the hiring goals for individuals with disabilities, as described in the attached region/program specific table, per Presidential Executive Order 13163 in permanent and temporary positions.**

|   | Annual Goal | Hired | Needed to Hire | Percent of Goal Reached* | Status |
|---|-------------|-------|----------------|--------------------------|--------|
| President's Executive Order: Persons with disabilities    | 46          | 11    | 35             | 23.9%                    | ▼      |
| Director's Initiative: Persons with targeted disabilities | 3           | 5     | 0              | 166.7%                   | ▲      |

\* Percent of goal reached with 100% of the year completed.

## Summary of Permanent Workforce

- The overall representation of minorities increased but remains below the National CLF.
- Minorities and White women experienced a higher rate of competitive promotions/transfers than the rate for all groups within the Region.
- No Asians or Blacks were hired out of a total of 20 hires in the GS-400 series. The representation of Asians remained the same and Blacks decreased due to the separation of two Blacks. Both groups remain below the National CLF.
- The representation of women increased but remains below the National CLF.
- The representation of White women increased and minority women remained the same in the GS-401, 482, and 486 series: however, both groups remain below the National CLF.
- During the fiscal year, Region 6 achieved 23.9% of its goal for hiring persons with disabilities and 166.7% of its goal for hiring persons with targeted disabilities.

## Summary of Permanent Workforce

### Temporary Workforce

#### Objective 1. Reduce the overall under representation of minorities.

|            | National 2000 CLF | Percent Representation - Temporary |            |        |
|------------|-------------------|------------------------------------|------------|--------|
|            |                   | 09/30/2004                         | 09/30/2005 | Status |
|            |                   |                                    |            |        |
| Minorities | 20.8              | 3.2                                | 4.3        | ▲      |

#### Objective 2. Reduce the under representation of Asians and Blacks in the 400 series.

|        | National 2000 CLF | Percent Representation - Temporary |            |        |
|--------|-------------------|------------------------------------|------------|--------|
|        |                   | 09/30/2004                         | 09/30/2005 | Status |
|        |                   |                                    |            |        |
| Asians | 8.8               | 0.0                                | 0.0        | ▼      |
| Blacks | 3.1               | 0.0                                | 0.0        | ▼      |

#### Objective 3. Reduce the overall under representation of women.

|       | National 2000 CLF | Percent Representation - Temporary |            |        |
|-------|-------------------|------------------------------------|------------|--------|
|       |                   | 09/30/2004                         | 09/30/2005 | Status |
|       |                   |                                    |            |        |
| Women | 44.7              | 29.7                               | 30.4       | ▲      |

#### Objective 4. Reduce the under representation of women in GS-401, 482, and 486 series.

|                | National 2000 CLF | Percent Representation - Temporary |            |        |
|----------------|-------------------|------------------------------------|------------|--------|
|                |                   | 09/30/2004                         | 09/30/2005 | Status |
|                |                   |                                    |            |        |
| White women    | 35.0              | 60.6                               | 54.5       | ▲      |
| Minority women | 9.1               | 0.0                                | 4.5        | ▲      |